



University of California  
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# Nursing in a Transformed Health Care System

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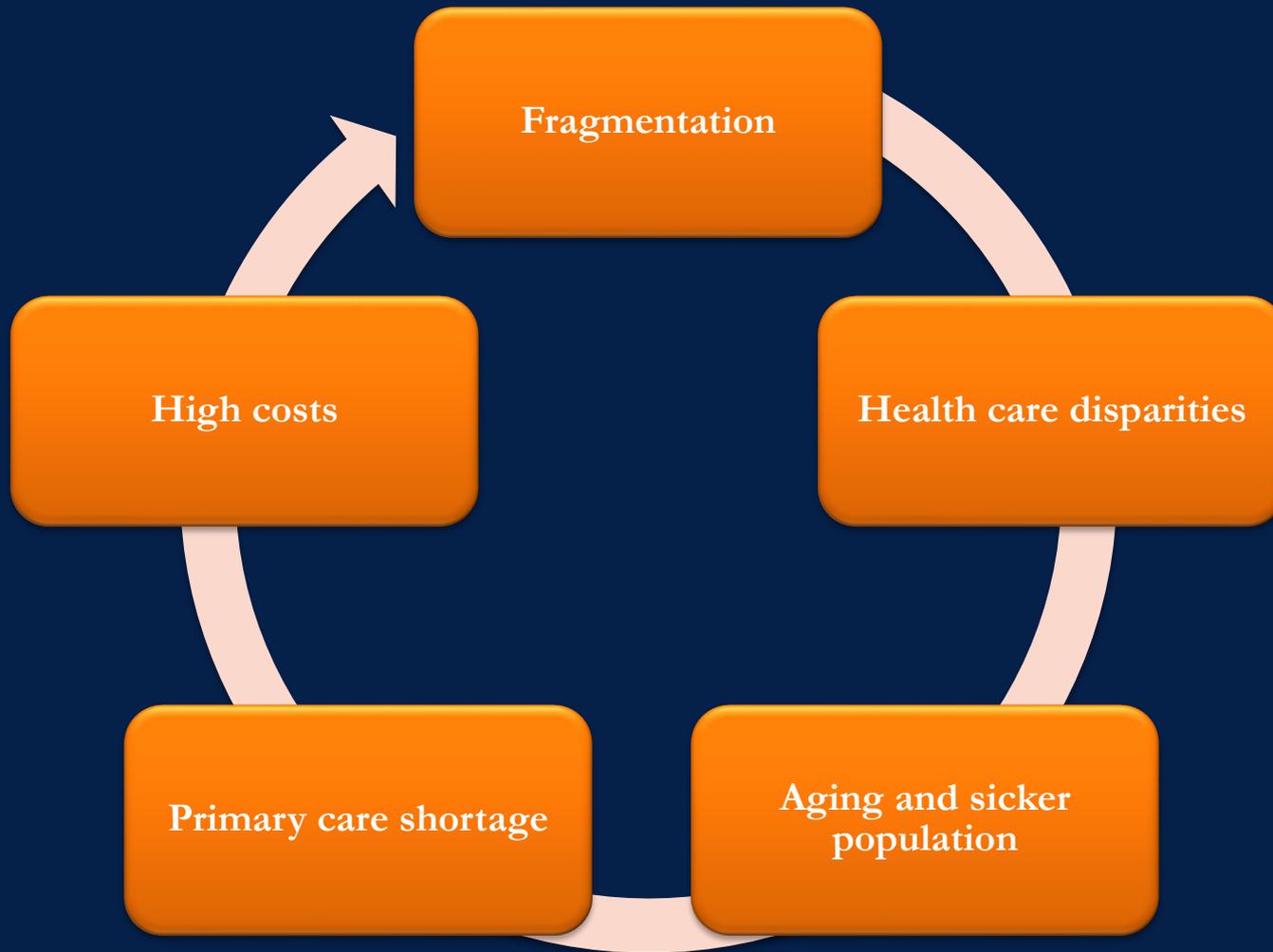
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# Health care system challenges



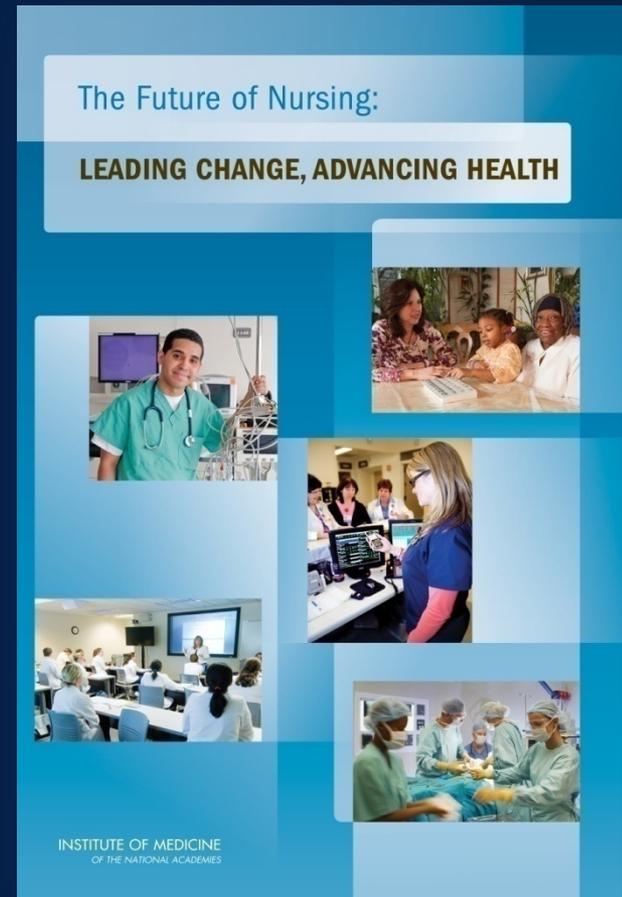
# Nursing is key to solving these problems

- Nursing is **by far** the largest health profession
  - There are 4 times as many nurses as physicians
  - More than 300,000 employed in California
- Nursing care is related to quality and satisfaction measures that will be tied to value-based payments
- Nurses provide care across settings for the “whole person”
- Nurses’ generalist education makes them adaptable to new roles and functions

Erin Fraher and Mary Naylor are partners in the thinking that comes next...

# IOM Key Messages

- Nurses should practice to the full extent of their education and training.
- Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.
- Nurses should be full partners, with physicians and other health care professionals, in redesigning health care in the United States.
- Effective workforce planning and policy making require better data collection and an improved information infrastructure.



# What roles are nurses taking in innovative care models?

- Care management and coordination
  - Including transitional care models, guided care, etc.
  - Coaching, patient education, motivational interviewing, referrals to specialists, home visits
- Informatics
  - Electronic health records as a tool for quality management
  - Telehealth and telemonitoring
- Geriatric and long-term care
  - Home- and community-based services



# What roles are nurses taking in innovative care models?

- Population health
  - Assess panels and populations of patients
  - Develop, initiate, and evaluate programs
- Behavioral health
  - Substance use disorder treatment
  - Screening, brief intervention, referral to treatment (SBIRT)
- Overall wellness
  - Health education
  - Health promotion
  - Health coaching

# Entry-level and continuing nursing education needs to be reframed

- What education and knowledge do nurses need for these roles?
  - What mix of acute and ambulatory?
  - How much depth in population health, geriatrics, informatics?
- How can we facilitate continuing education and training?
- More opportunities for degree-aimed education
  - Certificates, specializations
  - Languages, technology
- More opportunities to mentor and precept others



# Nurses need formal training in leadership and interprofessional collaboration

- Interprofessional collaboration in practice and in the classroom
- Leadership skills
  - How to delegate
  - How to lead
    - “As a leader, you are not directly responsible for the results, you are responsible for the people who create the results.”  
– Simon Sinek



# What next?

- New roles are growing like a rising tide, but not like a tsunami
- Enhanced formal education will help ensure nurses have required knowledge
- Need for nursing education to increase population health, care management, informatics, and health system knowledge
  - Leadership skills education for students & workers
  - Interprofessional experiences for students & workers
- How quickly things change will depend on the money